DOCUMENT RESUME

ED 479 037 JC 030 378

AUTHOR	Yong, Channing
TITLE	Executive Compensation in the California Community Colleges, 2001-2002.
INSTITUTION	California Community Colleges, Sacramento. Office of the Chancellor.
PUB DATE	2003-06-00
NOTE	15p.; For Executive Compensation in the California Community Colleges, 2000-2001, see ED 455 860.
AVAILABLE FROM	For full text: http://www.cccco.edu/divisions/tris/rp/reports.htm.
PUB TYPE	Reports - Descriptive (141)
EDRS PRICE	EDRS Price MF01/PC01 Plus Postage.
DESCRIPTORS	*College Presidents; Community Colleges; *Compensation (Remuneration); Fringe Benefits ; *Salaries; Two Year Colleges
IDENTIFIERS	California State Postsecondary Education Comm

ABSTRACT

This document presents data collected by the California Postsecondary Education Commission for inclusion in their annual report on Executive Compensation in California's Public Higher Education. The information in this report was developed from surveys sent in April 2002 to chancellors and presidents within the California Community Colleges. It displays 3 years' worth of data for chief executive officers of the California Community Colleges and for the Chancellor's Office executive staff. Total compensations of these chief executives includes their annual base salaries plus educational stipends (for possession of a doctoral degree) and stipends for performing dual roles or additional duties. In addition to this compensation, information was also collected about additional benefits and allowances received by the chief executives. Because of the differences in organizational structure that characterize the California Community Colleges (i.e., multi-college districts administered by presidents, multi-college districts administered by chancellors, and single colleges in single-college districts), the information is presented separately for these three groups. The survey includes 72 community college districts and 108 community colleges. For each organizational arrangement, the report includes information on the highest and lowest individual compensations as well as the district's average. Includes 5 tables that present summary and comparative compensation data. (RC)

Reproductions supplied by EDRS are the best that can be made
from the original document.

ED 479 037

Executive Compensation

in the

California Community Colleges

2001-02

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☐ This document has been reproduced as received from the person or organization originating it.
☐ Minor changes have been made to improve reproduction quality.
• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

PERMISSION TO REPRODUCE AND DISSEMINATE THIS MATERIAL HAS BEEN GRANTED BY
T. Nussbaum
TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
1

JC 030 378

June 2003

Chancellor's Office
California Community Colleges

BEST COPY AVAILABLE

Members of the Board

Desirree-Michelle Abshire
San Francisco

George T. Caplan
Los Angeles

Brian E. Conley
Santa Ana

Melinda Guzman Moore
Sacramento

Antonia Hernandez
Los Angeles

Fahari Jeffers
San Diego

Julie Korenstein
Northridge

Richard H. Leib
Solana Beach

Carolyn Russell
Long Beach

Catherine L. Unger
Los Angeles

Leslie Wang
Galt

Ronald W. Wong
Pasadena

Officers of the Board

Catherine L. Unger, *President*
Antonia Hernandez, *Vice President*

George T. Caplan, *CPEC Representative*
Vacant, *CPEC Alternate*

Office of the Chancellor

Thomas J. Nussbaum
Chancellor

Victoria P. Morrow
Interim Executive Vice Chancellor

Ralph Black
General Counsel

Dona A. Boatright
Interim Vice Chancellor for Educational Services

Mary Gill
Interim Vice Chancellor for Governmental Relations

Helga Martin
Assistant to the Chancellor/Board Liaison

Linda Michalowski
Interim Vice Chancellor for
Student Services and Special Programs

Patrick Perry
Vice Chancellor for
Technology, Research, and Information Services

Robert Turnage
Vice Chancellor for Fiscal Policy

Fusako Yokotobi
Vice Chancellor for Human Resources

Table of Contents

Preface i

Compensation of Chief Executives in the
California Community Colleges 1

Table 1
California Community Colleges Total Compensation
(Three-Year Comparison) 3

Table 2
Summary of Compensation for Chief Executives
California Community Colleges (1999-00 to 2001-02) 7

Table 3
Benefits and Allowances Received by Chief Executives
California Community Colleges (2001-02) 8

Table 4
Number of Chancellors/Presidents Receiving Selected Allowances 9

Table 5
Designated Compensation for California Community Colleges
Chancellor's Office Executive Staff (Three-Year Comparison) 10

Preface

The California Postsecondary Education Commission (CPEC) is required by the Legislature to annually produce a report entitled, *Executive Compensation in California's Public Higher Education*, which has information on the compensation earned by the chief executives in the California State University and the University of California. The report also includes the salaries of the executive staffs of the two systems. The California Community Colleges Chancellor's Office asked that CPEC include information on chancellors and presidents in the community college system, as well as the salaries of the chancellor's executive staff.

The information in this report was developed from surveys sent in *April 2002*, to chancellors and presidents within the California Community Colleges. It is important to remember that there are at any time some interim positions and some new hires in which contracts are re-negotiated. This report is shared with the Board of Governors, CPEC, local trustees, chief executive officers, and any other interested parties who may have a need for the information. It displays three years' worth of data for chief executive officers of the California Community Colleges and for the Chancellor's Office executive staff.

We wish to thank Channing Yong who is responsible for the information and who provided the brief analysis. Technical questions regarding the data may be directed to Mr. Yong of the Research and Planning Unit at (916) 327-5883.

Victoria P. Morrow
Interim Executive Vice Chancellor

Compensation of Chief Executives in the California Community Colleges

2001-2002

The information on executive compensation was collected from surveys sent directly to chancellors and presidents of California Community Colleges. The total compensations of these chief executives includes their annual base salaries plus educational stipends(for possession of a doctoral degree) and stipends for performing dual roles or additional duties. In addition to this compensation, information was collected at the request of the California Postsecondary Education Commission about additional benefits and allowances received by the chief executives. This added information has been aggregated and included in this report.

Among the community colleges, there are three main organizational arrangements. The complexity and breadth of responsibility for the chief executive officers varies between these different organizational structures. The three major organizational configurations are:

- 20 multi-college districts administered by chancellors;
- 56 colleges in multi-college districts administered by presidents; and
- 52 single colleges in single-college districts administered by superintendents/presidents as chief executive officers.

Because of the differences in organizational structure among the community colleges and the variations in the chief executives' responsibilities, the information is presented for three groups of chief executives (corresponding to the three organizational arrangements found among the community colleges). The survey included 72 community college districts and 108 community colleges.

The compensation for the California Community Colleges Chancellor's Office Executive Staff is also reported.

Chancellor's of Multi-College Districts: The highest total compensation for a chancellor of a multi-college district is $238,223 in Peralta Community College District. The lowest compensation for a chancellor is $153,180 in the San Mateo County Community College District. The average compensation for the 20 chancellors of multi-college districts is $178,177. This is a 6.48% increase in their average compensation over the prior year.

College Presidents in Multi-College Districts: The total compensation of the 56 presidents within multi-college districts range from $107,000 at Los Angeles Trade-Tech College to $153,564 at Contra Costa College. The 56 college presidents average total compensation increased 6.65% from $124,872 in 2000-01 to $133,182 in 2001-02.

Superintendents/Presidents of Single-College Districts: The highest compensation received by a superintendent/president is $229,884 at the San Francisco Community College District. The lowest compensation of $104,844 is received by the superintendent/president at Victor Valley Community College District. The average compensation for the 52 superintendent/presidents increased by 7.48% over the prior year's average to $148,226 in 2001-02.

Of the 128 chief executives, 87 reported that they received automobile allowances averaging $5,439. Only 4 chancellors/presidents reported receiving housing allowances which averaged $11,500. Forty-four chancellors/presidents received entertainment allowances averaging $6,406.

The chief executives were asked if they received any benefits among a list of twenty-two benefits. None of them reported having these benefits: personal driver/chauffeur, use of college-owned home for personal residence, spousal salary, low interest loan opportunities, and tax planning. The five benefits most often reported were: (1) supplemental life insurance paid by employer, (2) sabbatical leave, (3) employer contribution to any of the following plans (401a, 401k, 403b, 457), (4) business/social/golf club membership fees, and (5)tenure.

The California Community Colleges Chancellor's salary increased by 0.6% to $176,520 for 2001-02. The salaries of the executive staff (excluding the Chancellor) within the Chancellor's Office of the California Community Colleges range from $83,700 to $123,264. At present, their average salary is $102,539, an increase of 3.94% over the prior year.

Table 1

California Community Colleges
Three-Year Comparison

District/College *(if different from district name)*	1999-00 Total Compensation	2000-01 Total Compensation	2001-02 Total Compensation
Allan Hancock	$121,478	$127,912	$140,716
Antelope Valley	117,241	120,256	142,024
Barstow	108,938	108,937	125,000
Butte	127,568	149,340	141,090
Cabrillo	137,589	147,220	156,000
Cerritos	151,000	129,000	145,000
Chabot-Las Positas	154,061	173,013	172,452
Chabot	121,524	133,380	150,200
Las Positas	123,800	135,840	143,724
Chaffey	152,234	160,500	172,020
Citrus	149,613	148,625	180,613
Coast	150,000	156,255	179,746
Coastline	111,315	118,552	126,073
Golden West	109,432	118,552	126,073
Orange Coast	109,432	116,599	123,995
Compton	110,000	140,000	175,000
Contra Costa	184,343	195,404	205,252
Contra Costa	124,804	142,276	153,564
Diablo Valley	124,804	135,561	142,759
Los Medanos	124,804	135,561	142,759
Copper Mountain		121,000	129,700
Desert	126,751	134,356	150,000
El Camino	150,500	154,127	162,758
Feather River	103,000	108,000	115,000
Foothill-DeAnza	144,165	164,491	171,070
DeAnza	119,639	137,410	142,906
Foothill	119,639	137,410	142,906
Gavilan	108,000	112,000	126,543
Glendale	133,000	141,500	161,000
Grossmont-Cuyamca	148,105	158,472	167,188
Cuyamaca	120,588	128,944	136,036
Grossmont	120,807	120,508	136,036
Hartnell	123,065	130,250	154,833
Imperial	113,300	115,300	122,377

Table 1—Three-Year Comparison (*Continued*)

District/College *(if different from district name)*	1999-00 Total Compensation	2000-01 Total Compensation	2001-02 Total Compensation
Kern	$135,000	$147,150	$154,508
Bakersfield	109,907	115,402	132,712
Cerro Coso	103,183	108,342	119,802
Porterville	101,160	108,342	124,594
Lake Tahoe	114,000	120,943	120,943
Lassen	138,000	144,900	152,145
Long Beach	144,129	144,129	162,660
Los Angeles	165,000	180,466	190,157
East Los Angeles	121,259	126,308	130,000
Los Angeles City	121,259	128,583	136,000
Los Angeles Harbor*	103,272	126,308	131,196
Los Angeles Mission*	107,023	126,308	132,000
Los Angeles Pierce	121,259	128,583	135,967
Los Angeles Southwest*	121,259	167,284	120,000
Los Angeles Trade-Tech	119,115	107,575	107,000
Los Angeles Valley	121,259	128,583	135,967
West Los Angeles	121,259	109,512	124,000
Los Rios	161,854	166,147	175,650
American River	126,911	133,514	140,414
Cosumnes River	124,704	131,192	140,414
Sacramento City	126,911	133,514	140,414
Marin (College of)	123,200	129,500	145,272
Mendocino-Lake	113,282	122,344	133,869
Merced	113,804	132,746	144,747
MiraCosta	137,638	154,120	179,541
Monterey Peninsula	123,101	135,275	145,759
Mt. San Antonio	151,250	157,428	163,750
Mt. San Jacinto	124,200	131,863	131,863
Napa Valley	120,000	130,740	139,500
North Orange	165,000	165,000	174,356
Cypress	108,322	117,909	128,143
Fullerton	108,322	122,984	128,136
Ohlone	141,980	154,758	167,252
Palo Verde	101,500	115,000	120,000
Palomar	168,552	169,200	163,200
Pasadena	135,561	135,560	143,694

Table 1—Three-Year Comparison (*Continued*)

District/College *(if different from district name)*	1999-00 Total Compensation	2000-01 Total Compensation	2001-02 Total Compensation
Peralta	186,200	220,063	238,223
Alameda	113,431	120,018	125,000
Laney	113,431	129,923	134,977
Merritt	113,431	120,018	125,000
Vista	113,431	120,018	125,000
Rancho Santiago	$151,389	$161,835	$170,059
Santa Ana	115,421	117,175	130,597
Santiago Canyon	115,421	117,175	130,597
Redwoods	116,054	116,054	141,000
Rio Hondo	131,610	140,170	140,170
Riverside	145,129	165,000	174,686
San Bernardino*	141,046	153,340	163,250
Crafton Hills	110,934	120,000	124,800
San Bernardino Valley	118,294	122,500	124,800
San Diego	156,209	175,000	195,000
San Diego City**	120,000	89,000	129,900
San Diego Mesa	126,596	126,596	141,416
San Diego Miramar	110,000	118,800	129,000
San Francisco	189,140	211,586	229,884
San Joaquin Delta	129,200	135,233	141,132
San Jose-Evergreen	162,017	165,823	188,123
Evergreen Valley	112,200	126,606	143,632
San Jose City	123,700	126,606	143,633
San Luis Obispo/Cuesta	124,500	131,783	137,839
San Mateo County	135,612	153,173	153,180
Canada	103,860	122,256	132,500
San Mateo	110,676	116,448	122,000
Skyline	113,000	122,256	132,500
Santa Barbara	129,868	135,440	141,392
Santa Clarita/Canyons	156,240	175,000	192,500
Santa Monica	153,587	162,175	178,846
Sequoias (College of the)	131,867	139,779	145,188
Shasta-Tehama-Trinity	116,983	129,150	131,693
Sierra	129,450	134,170	147,941
Siskiyous (College of the)	111,259	119,860	119,000
Solano County	113,730	121,139	130,028
Sonoma Co/Santa Rosa	135,812	135,027	143,236

Table 1—Three-Year Comparison (*Continued*)

District/College *(if different from district name)*	1999-00 Total Compensation	2000-01 Total Compensation	2001-02 Total Compensation
South Orange	152,115	159,600	175,000
Irvine	113,572	118,308	113,843
Saddleback	108,764	115,667	125,143
Southwestern	135,000	145,000	155,000
State Center	148,000	157,235	166,575
Fresno	122,175	133,808	138,000
Reedley	122,175	133,356	139,738
Ventura County	$155,437	$165,228	$173,988
Moorpark	123,946	131,760	138,744
Oxnard	124,000	131,760	138,744
Ventura	125,000	131,760	138,744
Victor Valley	121,441	133,000	104,844
West Hills	137,500	151,250	170,000
West Kern/Taft	99,570	131,500	135,000
West Valley-Mission	141,905	156,569	172,617
Mission	110,496	121,913	138,228
West Valley	120,742	133,218	146,642
Yosemite	152,080	158,334	171,138
Columbia	118,135	122,974	132,852
Modesto Jr.	118,135	122,100	138,380
Yuba	125,596	145,092	134,500

* Interim for 1999-2000

** Interim for 2000-2001

*** Total compensation includes base salary plus educational stipends and stipends for performing dual roles and extra duties.

Table 2

Summary of the Compensation for Chief Executives
1998-99 to 2000-01

Chancellors of Multi-College Districts

Year	Average	% Change in Average	Lowest	Highest
1999-00	$154,477	6.80%	$135,000	$186,200
2000-01	$166,630	7.90%	$147,150	$220,063
2001-02	$178,177	6.48%	$153,180	$238,223

College Presidents of Multi-College Districts

Year	Average	% Change in Average	Lowest	Highest
1999-00	$116,749	4.90%	$101,160	$126,911
2000-01	$124,872	7.00%	$89,000	$167,284
2001-02	$133,182	6.65%	$107,000	$153,564

Superintendents/Presidents of Single-College Districts

Year	Average	% Change in Average	Lowest	Highest
1999-00	$129,676	4.90%	$99,670	$189,140
2000-01	$137,905	8.20%	$108,000	$211,586
2001-02	$148,226	7.48%	$104,844	$229,884

Table 3

Benefits and Allowances Received by Chief Executives

2001-02

Number Receiving Benefit	Benefits
36	Supplemental life insurance (Employer paid)
31	Sabbatical leave available
21	Employer contribution to any of the following plans (401a, 401k, 403b, 457)
19	Supplemental Medical (Employer paid)
16	Business/Social/Golf Club Membership Fees
15	Tenure
14	Use of college-owned vehicle
13	Educational assistance/reimbursement for self
11	Foundation funds
!0	Deferred Compensation Plan
9	Severance package
9	Paid leave (other than vacation/sick leave/annual leave)
8	Participate in Social Security
7	Supplemental Retirement Plan
3	Educational assistance/reimbursement for dependents/spouse.
2	Supplemental Retirement Insurance
1	Estate planning
0	Tax planning
0	Low interest loan opportunities
0	Spousal salary
0	Use of college-owned home for personal residence
0	Personal Driver/Chauffeur

REST COPY AVAILABLE

Table 4

Number of Chancellors/Presidents Receiving Selected Allowances

Type of Allowance	Number Receiving Allowance	Average Amount
Automobile	87	$5,439
Housing	4	$11,500
Entertainment	44	$6,406

Table 5

Designated Compensation for California Community Colleges Chancellor's Office Executive Staff

Three-Year Comparison

Position	1999-00	2000-01	2001-02
Chancellor (*Exempt*)	$169,860	$175,520	$176,652
Executive Vice Chancellor (*Exempt*)	$118,524	$121,988	$123,264
Vice Chancellor, Fiscal Policy (*Exempt*)	$108,324	Vacant	$108,360
Vice Chancellor, Legal Affairs and Contracts (*CEA*)	$97,296	$100,536	$101,184
Vice Chancellor, Human Resources (*Exempt*)	$99,696	$102,016	Vacant
Vice Chancellor, Educational Services and EconomicDevelopment (*Exempt*)	$99,696	$110,697	$103,680
Vice Chancellor, Governmental Relations and External Affairs (*Exempt*)*	$96,780	$111,934	$114,996
Vice Chancellor, Student Services and Special Programs (*Exempt*)	$99,696	$81,687	$103,680
Vice Chancellor, Technology, Research, and Information System (*Exempt*)	Vacant	Vacant	$91,776
Director, Internal Operations (*CEA*)	$80,494	$83,164	$83,700
Director, College Facilities and Fiscal Affairs (*Exempt*)	$74,776	$91,616	$92,208
Director, Fiscal Policy (*Exempt*)	Vacant	$84,228	Vacant
Mean Salary of Executive Staff *(Excludes Chancellor)*	$97,254	$98,652	$102,539

*Formerly Vice Chancellor, Policy, Planning, and External Affairs (*Exempt*)

U.S. Department of Education
Office of Educational Research and Improvement (OERI)
National Library of Education (NLE)
Educational Resources Information Center (ERIC)

NOTICE

Reproduction Basis

X	This document is covered by a signed "Reproduction Release (Blanket)" form (on file within the ERIC system), encompassing all or classes of documents from its source organization and, therefore, does not require a "Specific Document" Release form.
	This document is Federally-funded, or carries its own permission to reproduce, or is otherwise in the public domain and, therefore, may be reproduced by ERIC without a signed Reproduction Release form (either "Specific Document" or "Blanket").